

# Working for MAF Overseas

## Guidance for Enquirers from the UK or Ireland



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### Introduction to MAF

Mission Aviation Fellowship is an evangelical Christian organisation whose purpose is to share God's love through aviation and technology, so that isolated people are physically and spiritually transformed in Christ's name. For more information about our work, and those we serve, please see [www.maf-uk.org](http://www.maf-uk.org)

In the UK, MAF is a registered charity which makes the mission and work of MAF known so that people can pray, serve, and be involved in supporting MAF's work overseas.

### Christian life

As a Christian mission, MAF seeks committed Christians who feel **called** to serve. Calling may be demonstrated in a variety of ways, and so we encourage candidates to talk openly with their home Church, trusted friends and family about their interest in mission work. We believe the home Church is essential to confirm a calling to mission work and we will seek and listen to their recommendations.

We also believe that **spiritual maturity** is as important as technical qualifications or experience. The environment staff live and work in will be challenging, both physically and spiritually, and the need for spiritually mature and resilient staff is paramount.

Staff will be required to **share in Christian activities** in the UK and overseas. This will involve speaking and representing the work of MAF in Churches, home groups and other settings.

It is also a requirement that staff belong to and are **active in a home Church**. We see the home Church as a partner in this process of discernment but also in supporting candidates in their journey into mission, and in their work once overseas. Churches provide an essential additional layer of prayer and pastoral support.

Christian life and calling will be part of the interview discussion with candidates, and their spouses in the case of a married couple.

## Vacancies available

MAF regularly has vacancies for Programme Managers, Aircraft Maintenance Engineers, Finance Managers, Pilots, Quality Managers, Operations Managers, Maintenance Managers, Avionics Technicians, and IT staff.

From time to time we also recruit for Home School Support Teachers, Airfield Developers, Operations or Maintenance Directors, Construction Project Managers or HR Managers.

All roles tend to be offered for four-year terms. Many staff renew their term and opportunities are available for staff to move locations to serve in other programmes where roles are available.

Occasionally MAF can offer short term roles of up to 2 years. These tend to be for specific skill sets, such as Operations Management, or Engineer.

We unfortunately can't accept Pilots for short term assignments due to the orientation and licence conversion process and the investment of time and funds to achieve this.

Very occasionally MAF can facilitate self-funded voluntary placements. These would be for a candidate with specific skills, e.g. in Engineering, or IT, which a programme has a need for.

Please check our latest vacancies at: [www.maf-uk.org/vacancies](http://www.maf-uk.org/vacancies)

## Recruitment requirements

Specific role related requirements vary according to the role and location and are explained in our vacancy bulletin.

**In addition to these, MAF staff must be able to agree with and proactively represent MAF's statement of faith, values and ethos as a committed Christian.**

To serve with MAF UK overseas, candidates must be UK or Ireland citizens with an established base and home Church. They must also be willing, with MAF's help, to raise awareness and a proportion of the cost for their personal financial personal support.

## Families

MAF takes the broad pastoral care of staff and their families seriously and so does not send a staff member overseas to work without their spouse or dependent being with them. We believe to do otherwise would have a detrimental effect on family relationships and our Christian witness.

The standard of education available for children varies from country to country, with some offering good quality secondary as well as primary schooling. Decisions on placing a family will always take this and other preferences for the most suitable location into account.

## Recruitment and selection

Enquirers are invited to contact MAF at any time to express their interest in serving overseas or simply to ask questions. We often give advice to young people looking for guidance on training and we would love to connect with you!

## Initial Enquiry

If you would like any additional information or you would like to ask specific questions, please feel free to contact us. You maybe just starting out and you would like some advice about training courses to prepare for service. Maybe you would just like to test the waters to see if your skills and experience would be of any interest to MAF. Feel free to make an initial enquiry! You can do that by emailing the HR Team at [hr@maf-uk.org](mailto:hr@maf-uk.org) or by phoning 01303 850950.

## Registered Enquiry

Whether you have an immediate interest, or you are looking at possible service at some stage in the future it would be helpful if you could register with us. This will enable us to look at your qualifications and current situation and give you some guidance on what might be needed for service with MAF. We will also send you a Recruitment E Bulletin and other information as appropriate.

Depending on your situation we may invite you in for a face to face chat where we can hear your story, sense your calling and discuss your qualifications, skills and experience.

For candidates who are married, the spouse will also need to take part in this process.

## Formal Interviews

After the informal meeting if both you and MAF UK want to progress we are likely to invite you to a face to face meeting where Suitable candidates will then be assessed more formally through a range of interviews, technical assessments for Pilots, and a medical and psychological assessment.

## Employment terms

MAF normally assign staff to an overseas programme for terms of 4 years. There can be opportunities to extend to another term or consider an alternative location of service with MAF if a suitable role is available.

Many MAF overseas staff have served in several programmes over many years. Some staff serve for one term then return to their home country. These options will be discussed in the recruitment stage as well as throughout service.

MAF UK staff receive a paid leave entitlement of 20 days per year plus a minimum of 8 public holidays according to the location. Staff also receive an additional period of 3 weeks home assignment accrued annually which is taken every 2 years, plus up to 48 hours available per year for support raising work while in the programme. This period is to enable a return to the UK to meet with supporters, have medical checks and debriefs.

MAF UK staff working overseas are part of our ministry partnership scheme and are required to assist in raising funds to help meet a proportion of the costs of their service overseas. Staff are asked to raise an annual target of £21,500 for an individual and £25,000 for a married couple. This amount provides for a salary and a contribution to some allowances. Any additional funding raised is used to offset costs of serving overseas.

Staff are trained and supported through this activity with resources provided here in the UK and overseas. MAF also provides dedicated support for the process. In MAF's experience, staff who communicate regularly with supporters, e.g. through prayer letters, emails, blogs, social media etc., comfortably reach the support target and maintain it.

MAF UK staff are paid under the MAF International remuneration system. This provides for a salary of USD\$25,000 per year, net of tax. Where the job holder is married, an additional allowance of 20% of the job holder's salary will be paid as a spouse allowance. There are additional provisions where a spouse works for MAF.

MAF UK provides additional funding centrally for costs such as shipping, flights, schooling, medical, pension, emergency medical and evacuation insurance, UK travel and accommodation, tertiary allowance and child allowances, support raising materials, medical assessments and support, resettlement and death in service benefit.

The salary is paid to the MAF job holder and MAF covers tax and national insurance for the job holder. A spouse should consider whether they want to make voluntary contributions for their own national insurance.

Accompanying spouses can take on paid roles outside of MAF utilising their skills from previous work or training, or they may choose to take on a support role within MAF or voluntary work. Spouses are encouraged to take part in MAF activities so that the family feels part of the mission work of MAF. Any work spouses undertake is dependent on appropriate visa's being obtained.

MAF staff can retire and access their MAF provided pension from the age of 65, or they may request to extend employment.

In some operations, Pilots are required to cease flying at age 60 due to local aviation authority requirements – mainly around flying across international borders.

Pilots must abide by duty hours set in each country according to local CAA requirements. Normal working hours for other staff will be around 38 hours per week.

### **Preparing to serve in mission**

MAF encourages candidates to read about and research mission working so that they are well informed about the benefits and challenges. We highly recommend the information and resources available via;

<http://www.oscar.org.uk/index.htm>

<http://www.globalconnections.org.uk/vocations>

Candidates may also like to consider taking part in cross cultural training or short-term mission work to gain experience of living and working cross culturally.

Several Bible Colleges, e.g. All Nations, run online or campus based short courses, which give good training in cross cultural mission working. For some roles, specific Bible College training or significant study will be required due to the spiritual environment being operated in.

### **Health overseas**

MAF bases tend to be in larger towns or cities, though operations are obviously provided to very remote areas. In some locations, staff are based in small sub-bases.

There is usually good access to medical care; either locally in the town or city that staff are based in, or by using MAF to assist with travel to the nearest provider. For most staff there will be very good medical care available in their locations. MAF UK provides for these costs, as well as emergency medical treatment and evacuation insurance for non-routine events.

Staff will be medically and psychologically assessed to ensure they are suited for the environment overseas and advised on health precautions and actions to take.

Where a candidate has experienced significant stress, periods of depression, or a recent bereavement, the advice may be to delay moving overseas, or that if possible specific support should be put in place overseas to ensure staff are well cared for.

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Once employed staff have a medical and psychological assessment at least every two years paid for by MAF. We also have pastoral care providers giving access to support whilst staff are overseas and specialist counselling services are set up in the country of assignment.

Health risks should be taken seriously, and appropriate advice followed.

### **Opportunities in the UK and Ireland**

MAF UK is always seeking new Volunteers to help represent MAF around the UK and Ireland. There are also a range of events to attend and opportunities for young people to engage with MAF. Please see the following pages for more information;

[www.maf-uk.org/in-your-area](http://www.maf-uk.org/in-your-area) and [www.maf-uk.org/youth](http://www.maf-uk.org/youth)

Occasionally we recruit for jobs based in our head office in Folkestone, these roles are always advertised via our web site and enquirers can also ask to receive vacancy updates by email.

### **Frequently Asked Questions**

#### **What if I don't live in the UK or Ireland?**

Applicants must be currently resident in the UK and legally permitted to live and work in the UK to be employed by MAF UK. Overseas staff are required to do fundraising work in the UK as part of their role. Enquirers who do not meet these requirements may be able to proceed through another MAF group in their home country.

#### **How long does it take to get overseas once accepted as a member of staff?**

On average it takes 4-6 months to get overseas following acceptance at interview. The preparation process will vary to meet individual needs as well as MAF requirements for orientation, induction, and support raising.

#### **What are the benefits and challenges of working overseas with MAF?**

MAF staff have an incredible opportunity to be involved first-hand in helping share God's love with those in need. They and their families gain a broad world-view, interact with a variety of other cultures and nationalities, and interact with the mission community within their country of service.

They also play an important part in sharing news of MAF's work to those in the UK who can be inspired to consider praying, serving, or supporting.

Staff and their families serving overseas have access to different leisure facilities, involvement in a local community, and opportunity to develop friendships with those from other cultures. They have an opportunity to make a difference.

We want to be honest with candidates though. Living and working overseas can be challenging but incredibly rewarding.

It takes time to settle in and adjust to a new living and working environment. MAF is based in developing countries and even the most experienced overseas traveller will have some level of culture shock both when they join, and when they return to their home country after service overseas.

## Do MAF Pilots need an ATPL?

No, this is not necessary for service with MAF.

## Is a JAA or FAA licence better?

There is no real difference as far as MAF is concerned. All Pilots will need to transfer their licence to the appropriate country of operation once they arrive, or in the case of Pilots serving in Arnhem Land Australia – the licence conversion will take place during the early part of their preparation process, but it will be in Australia.

The type of licence held does make a difference to post-MAF plans though. Holding an FAA CPL and returning to the UK/Europe will restrict flying opportunities as European licences are required.

We encourage Pilot candidates to consider their future hopes and plans if they plan to return to flying in the UK after their time of serving with MAF.

## What if I am not already qualified?

If you don't yet meet the requirements of the role you are interested in, we are still happy to advise you informally and answer any questions you have at this stage. We can provide some guidance on training routes to research further.

## Does MAF offer training for Pilots or Engineers?

Currently we are looking at developing a new approach to both Pilot and Engineering Training which was not previously available. These training programmes have not yet been launched and are in the development stages.

If you are interested in joining our waiting list for news and updates on Pilot or Engineering training, please email us at the address below and we would be happy to add your name to this list if you are interested in knowing more.

The places on these schemes will be limited and accept although MAF will assist with some costs, the majority of funding required for this training will still need to be provided by the trainee themselves.

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